

# Gender Pay Gap

## Gender Pay Gap

Gender pay is separate from equal pay. Equal pay refers to differences in pay for like-for-like work whereas the gender pay gap shows the difference between average hourly earnings of men and women across the organisation.

	GENDER PAY GAP (%)		GENDER BONUS GAP (%)		POPULATION RECEIVING A BONUS (%)		PERCENTAGE OF MALE AND FEMALE EMPLOYEES IN PAY QUANTILES (%)							
	MEAN	MEDIAN	MEAN	MEDIAN	MALE	FEMALE	LOWER QUANTILE		LOWER MIDDLE QUANTILE		UPPER MIDDLE QUANTILE		UPPER QUANTILE	
							MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Thurston Group Limited 2023	(3.4)%	(1.6)%	64.6%	(556.3)%	26.9%	83.3%	88.7%	11.3%	98.6%	1.4%	97.2%	2.8%	91.7%	8.3%

## Gender Pay Gap

A mean gender pay gap of (3.4)% translates as for every £1 earned by female employees, male employees earn c.£0.97. Male employees represent 94% of the total workforce with a high proportion working within the factory in lower paid roles.

## Gender Bonus Gap

The positive 64.6% mean average gender bonus gap reflects more male employees in hourly paid factory roles that achieved a bonus in the year of review. Of those employees that received a bonus, 83.7% were male versus 16.3% female.

## Distribution of Employees across Pay Quartiles

As reflected in the table opposite and in the pie charts there is a significantly greater proportion of males in each pay quartile. This is typical of the industry; however, women are better represented in the upper quartile which highlights the positive steps the business is taking in addressing the imbalance.

